

The use of personal development plans : effects, purposes and supporting conditions

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Stellingen

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The use of Personal Development Plans in the workplace: Effects, purposes and supporting conditions

Simon Beausaert

1. The only difference between stumbling blocks and stepping-stones is the way you use them.
2. 'It is in an organization's best interest to focus on effective staff development strategies, since companies strong on training and development may be preferred (by employees) over those offering the greatest rewards. One technique for developing individuals is through the social and motivational aspects of appraisal or review processes.' (McDowall & Fletcher, 2004, p.8)
3. An old saying goes as follows: "Never look behind." This is true for PDPs as well. They can only yield effect when looking forward to support employees in the planning of future learning activities. (Chapter 3)
4. Although PDPs are valid tools for performance appraisal, its power lies in supporting employees in their professional development. (Chapter 4)
5. Perceptions are a driving force in human behavior. How learners perceive the learning value of the tool determines desired learning outcomes. (Prosser and Trigwell, 1999)
6. Employees need to be supported in a non-controlling way that empowers self-development, and should be provided with behavioral choices for learning. (London, Larsen, & Thisted, 1999)
7. Spending effort in filling a PDP is useless when there is nothing to develop.
8. Change the way people think and things will never be the same.
9. Wie denkt dat kennis duur is, weet niet wat domheid kost en ook niet wat onwetendheid aanricht. (Alexander Rinnooy Kan)
10. Wie zich verliest in zijn passie heeft minder verloren dan wie zijn passie verliest.